

# A labor contract **could mean less flexibility**

Today, you collaborate directly with your manager on individual needs related to your schedule, time off, and other issues that may arise. It's as simple as a two-piece puzzle - you ask, they answer.



**You request** a day off for last-minute urgent needs, such as attending to a sick family member or picking up your child from school.

**Manager says,** "I'd be happy to work through this with you."

When it comes to labor contracts, even simple tasks can become a puzzle that's much harder to solve.

**You request** a day off for last-minute urgent needs, such as attending to a sick family member or picking up your child from school.

**Manager says,** "The union contract does not allow this."

**Manager says,** "There's no guarantee; ask your shop steward to request a meeting with your union rep."

**Manager says,** "Check with your shop steward and request a copy of the contract."

**Manager says,** "No, the contract restricts last-minute changes to scheduling."

**Manager says,** "Sorry, but per the contract, supervisors cannot assist with bargaining unit work."

When there's a labor contract in place, even straightforward requests can become complicated, involving multiple steps and a cumbersome process that restricts flexibility. Are you willing to risk losing flexibility with a labor contract?

